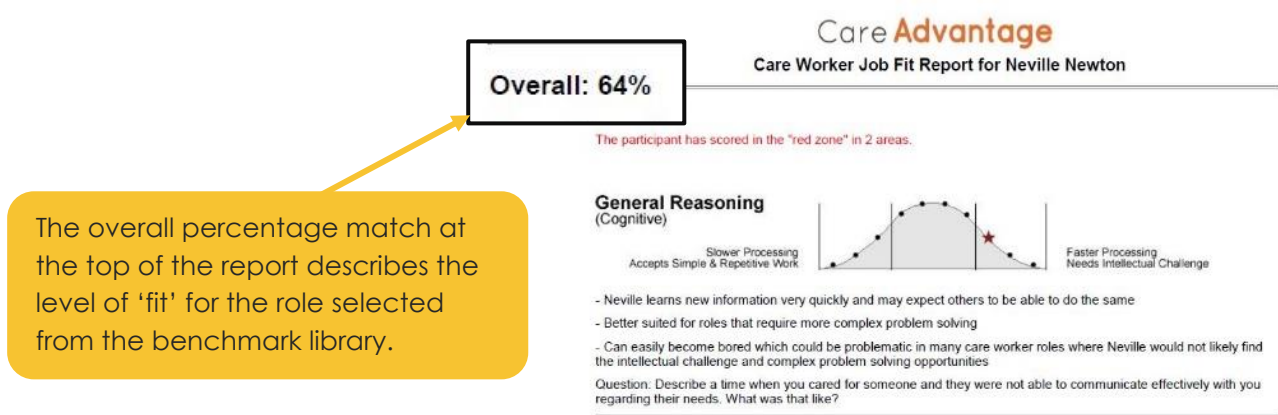


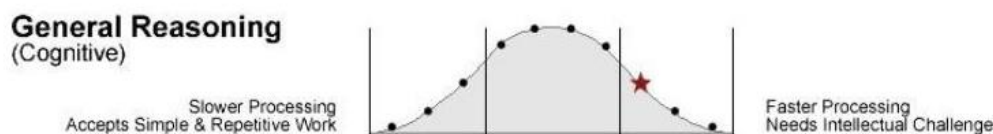
UNDERSTANDING THE TWO MAIN REPORTS

The Job Fit Report

This report describes the person's personality traits (based on the industry-standard "Big 5" personality factors). It describes how the person naturally prefers to approach their work, which is an important element in job performance. From this report, employers may determine the person's personality 'fit' compared to one of the basic job categories from our library of over 40 care and related benchmarks.

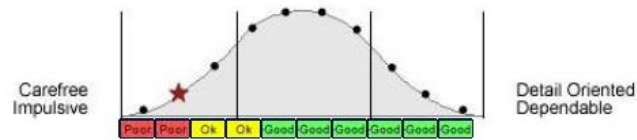


The General Reasoning (Cognitive) scale is at the top of the report (if this assessment was required for the job). The score describes the individual's ability to think and solve problems quickly and learn new information – the higher the 'red star' up the 'bell curve' the greater the ability level (commensurate with the requirements of the job role).



Using the traffic light and bell-curve approach to display the scores for all **the other competencies** we can quickly see how the applicant's scores compare to the job benchmark requirements.

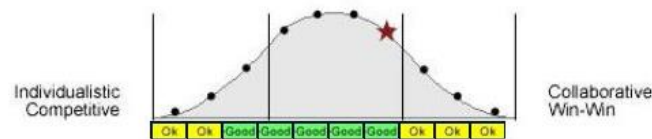
Conscientious (Organization)



Individuals scoring in the Green area are likely to show the same/similar personality traits as the best performers. Individuals scoring in the Yellow area are likely to show much less of the same personality traits as the best and will have a different approach to the work. Individuals scoring in the Red area are likely to have traits that are the opposite of the best.

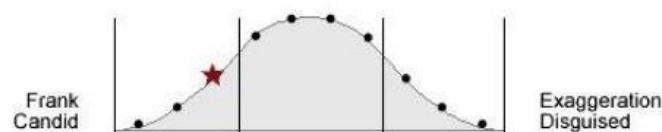
The **Team graphic** shows how the individual will relate to the rest of the team in which they may work.

Team



Finally, the **Good Impression** (validity) scale gives an indication of whether the individual is trying to modify their responses and perhaps tells us what (they think) we want to hear or whether they are being open and frank about their responses. A high score here should give us cause for concern – indicating they are attempting to disguise or exaggerate their personal behavioural preferences and hence alter their responses.

Good Impression (Social Desirability)

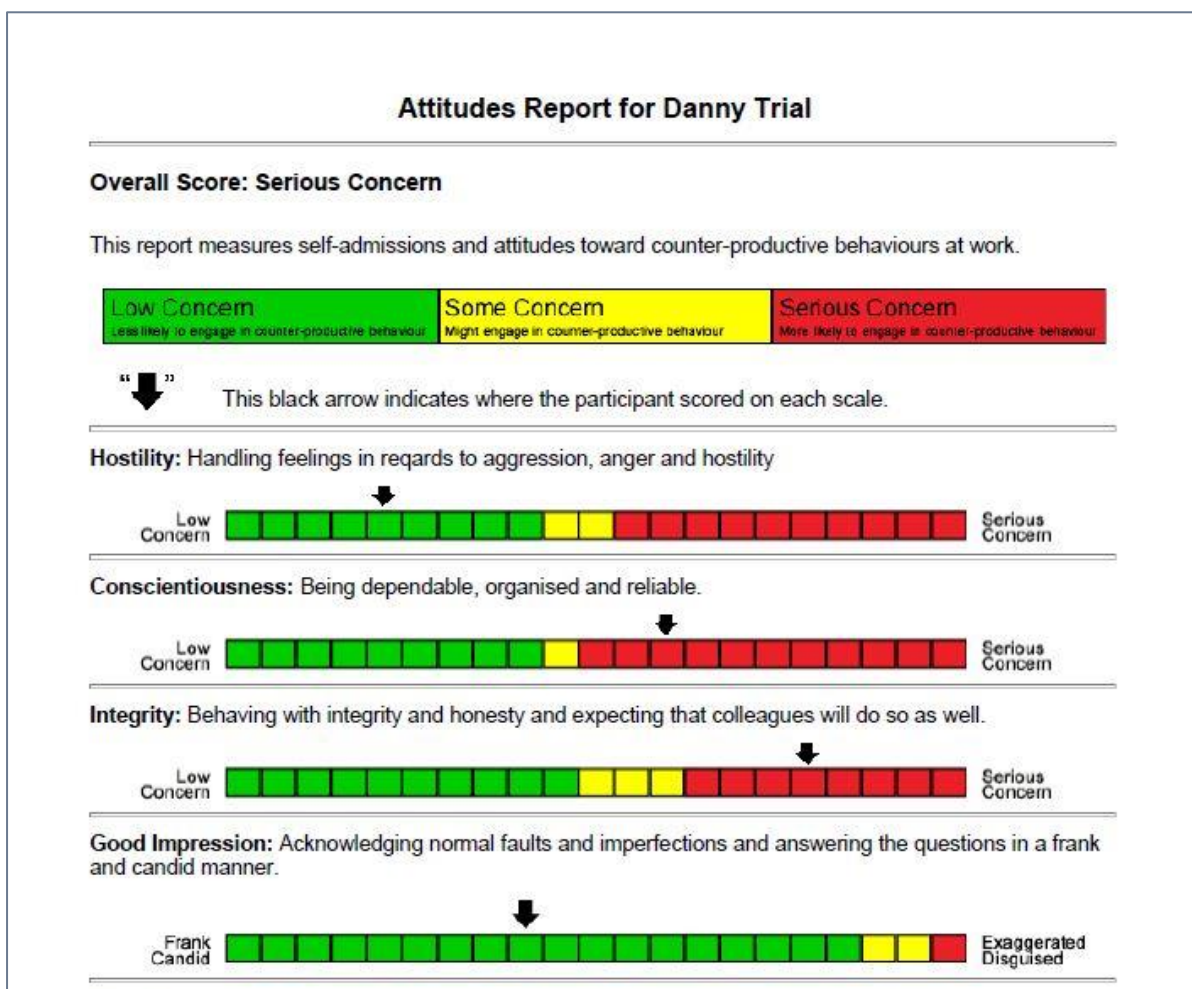


The Attitude (to work) Report

This assesses an individual's 'fit' with working culture and role by measuring three areas of potentially counter-productive work behaviours as well a Good Impression (validity) scale.

The scales measured are: Conscientious (Dependability), Hostility (Aggression), Integrity (Honesty) & Good Impression (this is a validity scale that measures the degree to which the person has responded truthfully to the test items or is responding in such a way as to make a good impression).

There are 3 additional scales (computer misuse, substance abuse and sexual harassment) available in the system, however we recommend using the three standard ones only.



THE JOB FIT / PERSONALITY REPORT IN DETAIL

Care Worker Job Fit Report for Neville Newton

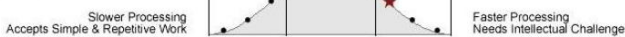
1

Overall: 64%

The participant has scored in the "red zone" in 2 areas.

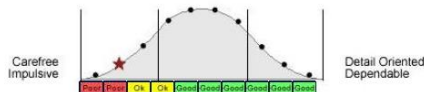
2

General Reasoning (Cognitive)



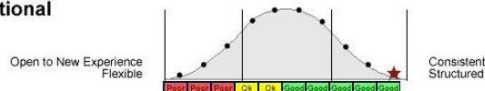
- Neville learns new information very quickly and may expect others to be able to do the same
 - Better suited for roles that require more complex problem solving
 - Can easily become bored which could be problematic in many care worker roles where Neville would not likely find the intellectual challenge and complex problem solving opportunities
- Question: Describe a time when you cared for someone and they were not able to communicate effectively with you regarding their needs. What was that like?

Conscientious (Organization)



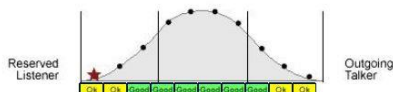
- Neville tends to be easy going and comfortable dealing with things as they come up rather than planning ahead
 - May be better suited to care worker roles where they are not required to keep track of a lot of details or to be thorough
 - Service Users who are less predictable in their needs and require a more reactionary care worker may be more suitable for Neville
- Question: Tell me about a time when you forgot to do something in your job and it created a problem. What was the situation and how did it turn out?

Conventional (Rules)



- Neville prefers a working environment that is structured and predictable
 - Tends to be consistent and follow service user and care procedures closely
 - May have difficulty working in a care environment where the rules are not clear and/or the service user is unwilling to follow them
- Question: Describe a time when you had to begin working and didn't know what you were supposed to do because you had not really been trained yet. What was it like?

Extroversion



- Neville tends to be reserved, quiet and prefers less interaction with people than the average person which may work well in care worker environments where the service user prefers or needs a quiet environment versus one where the care worker is enthusiastically talking and high energy
 - May not be as quick to interact with service users in a friendly manner
- Question: Tell me how you handle situations when others want to chat with you even though you need to move on to the next task in your schedule.

1

Job Fit Benchmark & Percentage Job Fit Score

This is the template of the ideal applicant as determined by a number of scientific studies and previous research of where the best applicants score. The report gives you an overall percentage job fit score for the applicant when compared to the ideal fit for the job role. The lower the score, the less likely the applicant will be successful in the job. The report will also highlight any areas where the applicant scored in a "red zone".

2

General Reasoning Ability

This tells you how well your applicant scored on the Cognitive Ability Test and is an indication of how well the applicant can solve problems, learn new things, process information and what level of challenge they can handle. This bell curve will only show up on the Job Fit report if the Cognitive Ability Test was part of the required assessments in the event.

3

Bell Curve Score

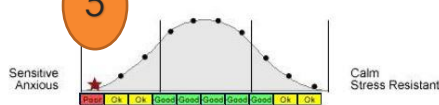
The red star illustrates where the applicant actually scored for each specific trait in relation to all the other participants that have completed the Care Advantage assessment.

4

Narrative Description

The narrative description provides an interpretation of the applicant's score and a summary of their preferred behavioural approach to work in relation to the each specific trait.

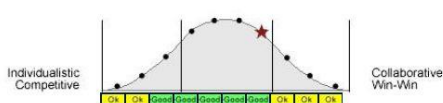
Stable



- Neville tends to feel stress quicker than the average person, so it may be important to make sure the care worker environment is not highly challenging or stressful
- Typically has a heightened sense of urgency to get tasks done and to express sensitivity to the service user and their needs
- It may be beneficial for Neville to be able to work with a service user that is not overly demanding and difficult to work with

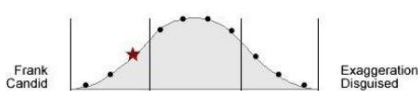
Question: Describe a time when you had to deal with a high amount of stress in your job. What was that like?

Team



- Neville tends to look for a win-win result for everyone which works well in care worker environments to ensure everyone has their needs met

Good Impression (Social Desirability)



- Neville's responses have been frank and open

Note: This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.

5 Benchmark Indicator

This illustrates the level of job fit the applicant has against the template of the ideal applicant and is specific for each trait. Applicants scoring in the Green area represent a good fit for the role, applicants scoring in the Yellow area represent an OK level of job fit and applicants scoring in the Red area represent a poor level of job fit.

6 Applicant Specific Interview Questions

This gives you a suggested interview question to ask the applicant that is specific to the job role and the applicant's score for each trait. Use the interview questions to help you probe and verify the applicants level of job fit.

7 Good Impression Scale

This gives you an indication as to whether the applicant has responded in an honest and open way to the assessment or if they have tried to exaggerate and disguise their responses, perhaps in an attempt to fake or second guess the assessment.

3 Top Tips for Selecting the Best Applicant

- 1 Check the applicants overall level of job fit using the percentage job fit score and determine if they are an applicant you want to invest time assessing further. Remember, the higher the job fit score, the more likely it is they will go on to be successful in the job role.
- 2 Next, check to make sure they have a "valid" profile by assessing the applicants score on the "Good Impression" scale. Remember, too high a score would suggest the applicant may have disguised or exaggerated their answers casting some doubt on the accuracy of the report.
- 3 Finally, review each of the scales to understand the applicant's level of job fit. Remember, you should use the interview questions to help you probe and verify the applicants scores at interview.

THE ATTITUDE REPORT IN DETAIL

1

Overall Score: Low Concern

This report measures self-admissions and attitudes toward counter-productive behaviours at work.



“ ” This black arrow indicates where the participant scored on each scale.

2

Hostility: Handling feelings in regards to aggression, anger and hostility



3

Conscientiousness: Being dependable, organised and reliable.



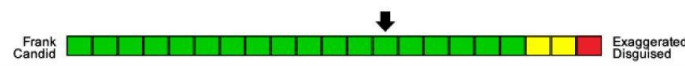
4

Integrity: Behaving with integrity and honesty and expecting that colleagues will do so as well.



5

Good Impression: Acknowledging normal faults and imperfections and answering the questions in a frank and candid manner.



Conscientiousness

Concerns About Conscientiousness

6

Low scorers tend to be dependable, conscientious, and reliable. High scorers can potentially be undependable, careless, lazy, and disorganised.

Scores in Green (Low Concern) on the Conscientiousness Scale indicate that the applicant's responses give less concern in the area of dependability. The score suggests that the applicant can potentially be conscientious, dependable, reliable, and organised at work.

Scores in Yellow (Some Concern) on the Conscientiousness Scale indicate that the applicant's responses raise some concern about dependability. The applicant may be less than completely reliable, dependable, conscientious, or organised at work. Areas of potential concern should be further explored using the behavioural interview question(s).

Scores in Red (Serious Concern) on the Conscientiousness Scale indicate that the applicant's responses raise serious concerns about dependability. The applicant could potentially be unreliable, undependable, lacking in conscientiousness, and/or disorganised at work.

1

Overall Score

Provides you with a quick summary of the average attitude scores.

2

Hostility (Aggression)

Describes the degree to which the person is not able to suppress angry feelings but rather expresses anger physically or verbally to co-workers or clients and thus poses a real risk in the workplace.

3

Conscientiousness

Describes the degree to which the individual lacks persistence, work motivation, and organisation, ranging from being lackadaisical and careless to being highly disciplined and dependable.

4

Integrity

Involves the degree to which the person is likely to engage in pilferage, short-changing customers, falsifying expense accounts, lying to protect him- or herself, exaggerating one's job qualifications and other acts of dishonesty.

5

Good Impression Scale

A validity scale that measures the degree to which the person has responded truthfully or is responding in such a way as to make a good impression.

6

The Attitude Narrative Report

For each of the scales a further explanation is provided including a description which helps to understand and interpret the applicant's score.